



#### Seminar Goals (cont.):

6. To acquaint attendees regarding the interviewing techniques associated with internal investigations. The attendee will learn the differences in interviewing civilians, witness officers and subject officers. The attendee will also learn the difference between an interview and an interrogation.

7. To inform the attendees of union contract rights and Law Enforcement Officer Bill of Rights and their applicability to internal complaints/investigations.

8. To inform attendees about the constitutional limitations of taking compelled statements from public employees or regarding work-place searches in both the administrative and criminal settings and provide recommendations for agency policy/practices.

9. To acquaint the attendees with the Weingarten doctrine, regarding the right to union representation, and its applicability to speaking to employees about potential misconduct matters.

10. To acquaint the attendees about the benefits of Early Intervention Systems as well as other effective proactive measures that can reduce incidents of misconduct within their agencies.

11. To inform the attendees about their personal exposure and liabilities for failing to effectively manage and investigate their personnel.

12. To inform attendees about the legal considerations, particularly for supervisors/managers, when dealing with complaints of discrimination or sexual harassment.

13. To acquaint attendees with the seven profiles of criminal sexual misconduct involving law enforcement personnel and how to recognize and address this phenomenon.



**Public Agency Training Council**

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**August 14, 15 & 16, 2018 • Columbus, Ohio**

# Public Agency Training Council

*Mark Waterfill, President*



**National Criminal Justice**

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## Columbus Police Department

Columbus, Ohio

**Training Seminar**

# Investigating Citizen Complaints & Officer Misconduct for Supervisors

**Instructor:**

**Richard E. Lober, J.D., C.I.G.A.**

Richard Lober specializes in training for law enforcement officers, correctional officers and investigators for government agencies. Until his retirement in May 2010, Richard Lober was the Inspector General for Florida's Department of Environmental Protection, which had over 4,000 employees. The Inspector General had independent authority concerning all matters relating to the investigation and review of misconduct, fraud, waste, misuse/abuse and mismanagement of the agency's resources. The Office of the Inspector General became one of the first offices in the Florida to be awarded accreditation for meeting the high standards in conducting investigations as established by the Commission on Florida Accreditation. Mr. Lober was also the Agency Head of Florida's Medicaid Fraud Control Unit – Office of the Attorney General. This 232 person law enforcement agency had statewide responsibility for criminal and civil enforcement of healthcare fraud & patient abuse.

Mr. Lober has served as the Chief Inspector of the Office of Executive Investigations for the Florida Department of Law Enforcement (FDLE). This office, which reported directly to the FDLE Commissioner, handled Governor Ordered investigations, high profile public corruption cases, internal investigations and background investigations of Governor Appointees. Mr. Lober was also an Assistant General Counsel with FDLE and held several other positions with the agency. Prior to joining FDLE, Attorney Lober was General Labor Counsel for the Miami-Dade County Police Benevolent Association and was a prosecutor in the Miami-Dade State Attorney's Office. His law enforcement career, which began in 1974, included six years as a deputy/sergeant with the Miami-Dade Police Department.

Mr. Lober received his Juris Doctorate in 1983 from Western New England School of Law and began his legal career as a prosecutor with the Miami-Dade State Attorney's Office. He also has a Bachelor of Arts Degree in Public Administration. In 2010, Mr. Lober became a Certified Inspector General Auditor, which was awarded by the Association of Inspectors General. From 2001 – 2003, Mr. Lober served as the Charter President for the Florida Internal Affairs Investigators Association. He is an honorary member of that Association as well as the Miami-Dade County PBA. He also served on the Executive Committee of the Florida Association of Inspectors General.

Mr. Lober has been a guest lecturer for numerous criminal justice agencies and associations and has written several published articles. He has also developed numerous training programs and served as adjunct faculty for the Florida Department of Law Enforcement's Executive Institute, the Southern Police Institute, the I.A.C.P., the Florida Inspectors General Institute and the Regional Community Policing Institute at St. Petersburg College.

**August 14, 15 & 16, 2018**

Columbus, Ohio

**Register On-Line At: [www.patc.com](http://www.patc.com)**

# Investigating Citizen Complaints & Officer Misconduct for Supervisors

## Course Objectives:

Each law enforcement agency is responsible for having an effective and professional process for investigations of complaints made against its officers and employees. Supervisors assigned to investigate such must insure that all internal investigations are handled in a prompt, fair & impartial manner. The public, the accused officer and Agency Leadership expect supervisors/ investigators to effectively deal with performance and/or misconduct incidents. Misconduct investigations are unlike most other investigations and require a fact-finding approach and transparency in order to retain the public's confidence and trust. A police agency must demonstrate to the public and its members that only the highest ethical standards of law enforcement will be practiced by the agency and that the investigation of complaints follow established professional standards. Immediate and proper intervention of potential employee performance or misconduct incidents, at the appropriate level, serves to promote morale within the agency and promotes interaction and support of the community.

## Seminar Goals:

- Attendees will learn the importance of ethical standards for persons assigned to conduct internal investigations of its officers and core values associated with the proper handling of all internal investigations.
- Attendees will learn about the impact of internal investigations on officers' conduct and ethical decision-making.
- Attendees will learn the differences between performance matters and serious misconduct and the supervisor's role in handling such incidents.
- To inform the attendees of the importance of an open, unbiased and responsive complaint intake process and their impact on the process.
- To define the different types of reviews involving internal reviews of alleged misconduct (complaint review, inquiry, investigation) and achieve the objectives of personnel investigations.

## Seminar Agenda Investigating Citizen Complaints & Officer Misconduct for Supervisors August 14, 15 & 16, 2018 • Columbus, Ohio

### Tuesday, August 14, 2018

- 8:00 a.m.– 8:30 a.m.      **Registration**
- 8:30 a.m.– 9:00 a.m.      Introductions and Ethics Scenarios
- 9:00 a.m.– 10:00 a.m.     Role of the Manager/Supervisor in  
Misconduct Investigations
- 10:00 a.m.– 12:00 p.m.   Citizen Complaint Intake
- 12:00 p.m.– 1:00 p.m.     **Lunch (On Your Own)**
- 1:00 p.m.– 3:00 p.m.      Performance Matters & Basic Internal  
Investigative Steps

- 3:00 p.m.– 5:00 p.m.      Officer's Rights under Garrity"  
(administrative vs. criminal)

### Wednesday, August 15, 2018

- 8:00 a.m.– 10:00 a.m.      Union Contract Protections & Law  
Enforcement Officers' Rights
- 10:00 a.m.– 11:00 a.m.   Due Process Rights – Pre & Post  
Discipline
- 11:00 a.m.– 12:00 p.m.   Supervisor Liability  
(failure to supervise, investigate, train, etc.)
- 12:00 p.m.– 1:00 p.m.     **Lunch (On Your Own)**
- 1:00 p.m.– 3:00 p.m.      Workplace Searches
- 3:00 p.m.– 5:00 p.m.      Social Media Misconduct

### Thursday, August 16, 2018

- 8:00 a.m.– 10:00 a.m.      Case Scenarios
- 10:00 a.m.– 11:30 a.m.     Sexual Misconduct & New Professional  
Guidelines
- 11:30 a.m.– 12:00 p.m.     Review
- 12:00 p.m.                      **Certificate Presentation**

Cut Along Dotted Line

## 3 Ways to Register for a Seminar!

- Register online** at [www.patc.com](http://www.patc.com) — Yellow link in upper left corner
- Fax Form** to Public Agency Training Council **FAX: 1-317-821-5096**
- Mail Form** to

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**\*\*\* Pre-payment is not required to register \*\*\***

Upon receiving your registration we will send an invoice to the department or agency.

Checks, Claim Forms, Purchase Orders should be made payable to:

**Public Agency Training Council**

If you have any questions please call  
**317-821-5085 (Indianapolis)**  
**800-365-0119 (Outside Indianapolis)**



**Seminar Title:** Investigating Citizen Complaints &  
Officer Misconduct for Supervisors

**Instructor:** Richard Lober

**Seminar Location:** Columbus, Ohio Division of Police  
Training Academy  
1000 North Hague Avenue  
Columbus, Ohio 43204-2121

**When:** August 14, 15 & 16, 2018

**Registration Time:** 8:00 A.M. (August 14, 2018)

**Hotel Reservations:** Drury Inn  
88 East Nationwide Blvd  
Columbus, Ohio 43215  
1-614-221-7008  
\$88.00 Single or Double (plus tax)

**Registration Fee:** \$325.00 Includes Investigating Citizen Complaints & Officer  
Misconduct for Supervisors Course Material, Coffee Breaks and  
Certificate of Completion.

**Seminar ID  
#15827**

**Note:** To receive discount  
room rates, identify  
yourself with **Columbus  
Police Training**

**Names of Attendees** 1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

**Agency** \_\_\_\_\_

**Invoice To Attn:** \_\_\_\_\_  
(Must Be Completed)

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